

Occupational Health

WHAT

TVA is committed to protecting the well-being of its employees and others who may be affected by its operations. As a result, it is TVA policy that physical and mental health, adequate for the safe and efficient performance of assigned duties is a condition of TVA employment.

WHO

Depending on the nature of work performed and other circumstances, individuals may be subject to evaluation to determine their health capacity for safely performing their job duties.

Evaluations are **required** for the following individuals:

- All individuals who have accepted offers of TVA employment or reemployment.
- All individuals whose job duties require baseline or periodic medical examination to comply with Occupational Safety and Health Administration (OSHA), Nuclear Regulatory Commission (NRC), Department of Transportation (DOT), or other regulation or industry standards, or who will perform safety sensitive work, or as otherwise required by organizational policy.
- All employees who have changes in the nature of their duties and responsibilities which may involve increased health demands.
- All employees returning to work after a service connected lost-time injury or illness.
- Employees experiencing difficulties which may be the result of psychological or behavioral conditions, or the use of drugs or alcohol.
- Employees who have sustained a serious illness or injury which could affect special medical clearances.

Evaluations **are required for the following individuals if the situation described below could adversely affect the ability to safely perform their**

job duties. The physical requirements of the job should be considered in making a referral to a TVA examiner.

- Employees who have been away from the workplace for more than 30 calendar days because of health conditions.
 - Employees who have sustained serious illness or injury which could interfere with their ability to safely perform job duties.
 - Employees who have changes in their health condition which could affect safe performance of job duties or which may temporarily or indefinitely alter an employee's job duties or assignments.
 - Employees who are on medical constraints are subject to periodic medical evaluations to review and update medical disposition for duty.
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WHY

TVA recognizes that the physical and mental well-being of its employees supports an effective, productive, and safe workforce. Depending on job duties, specific medical evaluations may be required by regulation or TVA policy.

HOW

TVA has established, through its Health Services department, Policies and Practices for assessing medical, psychological, or behavioral conditions and assisting employees in finding resources to deal with these conditions and other personal problems that may affect their work.

MEDICAL EXAMINATIONS AND TREATMENTS

TVA medical examiners and consulting clinicians define the content of all TVA medical examinations based upon regulatory requirements, industry standard practice, federal laws, TVA Safety Practices/Procedures and standard medical practice for the assigned job duties. While personal physicians or other medical provider opinions may be considered, TVA medical examiners (including contracted physicians) are responsible for the final determination of "Medical Disposition for Duty."

TVA utilizes a combination of on-site medical offices, off-site contracted medical providers, and mobile health clinic for delivery of services. Such services may include but are not limited to: pre-placement physicals, special medical approvals (e.g., Crane Operators, TVA Police, Respirator, etc.), return-to-work exams,

evaluation of medical constraints, medical monitoring and surveillance (e.g., asbestos, lead, bloodborne pathogens, etc.).

Supervisors and/or human resource representatives should prepare a form [TVA 1444](#), Request for Medical Evaluation, to request medical exams and other clinical services.

It is the individual employee/applicant's responsibility to obtain any additional information required to determine ability to meet minimum standards of TVA jobs beyond that produced in a TVA provided examination. Services must be obtained by employees or applicants for employment from private sources at personal expense. It is expected that the employee/applicant will obtain these services promptly.

For more information on types of medical examinations and contacts for medical facilities - see the [Occupational Health Web Site](#).

EMPLOYEE ASSISTANCE PROGRAM (EAP)

TVA's Employee Assistance Program (EAP) is administered by Horizon Health. This program, which is open to TVA employees and their families, provides an assessment and referral service to help employees overcome personal problems that may affect their job performance. These problems may involve family or marital situations, finances, legal concerns and alcohol and/or drug use - see the [EAP Web Site](#).

FITNESS FOR DUTY EVALUATIONS

Fitness for duty evaluations are provided for psychological, behavioral and/or substance abuse concerns which may be affecting an employee's ability to work safely on the job. A supervisor who suspects that a non-nuclear employee may be experiencing some difficulties can refer the employee to the Non-nuclear Fitness for Duty staff in Health Services. A supervisor who suspects that a nuclear employee may be experiencing some difficulties can refer the employee to a nuclear medical office.

ALCOHOL AND DRUG TESTING

Alcohol and drug testing is provided per applicable regulatory and TVA guidelines for TVA's nuclear and non-nuclear organizations. These tests are provided for pre-employment, random, for-cause/reasonable suspicion, post accident follow-up and return-to-work purposes. For more information on testing on non-Nuclear employees, see the [Employee Relations Manual](#). For more information on testing of Nuclear employees, contact Nuclear Security.

Alcohol and Drug Testing may be requested as part of a Fitness for Duty evaluation.

ROLES

Employees

- Follow good health and wellness practices enabling them to perform the essential functions of their jobs.
- Contact the EAP provider to discuss personal issues and receive assistance.
- When notified by management, employees will be required to cooperate in job related health examinations.
- Notify their supervisor of any changes in their medical condition or medication which might impact job duties.
- Provide supporting medical information to TVA medical providers for medical conditions which may exist.
- Promptly respond to requests for information and/or supporting tests.

Supervisors/Managers/Human Resources

Schedule employees for any required medical exams (i.e., special medical approvals and/or medical monitoring) on a timely basis.

Refer for the following:

- Return-to-work evaluation as described above.
- Changes in medical condition for an evaluation to establish or review medical constraints.
- Ability-to-work safely evaluations when aware or notified of new medications that may affect the employee's ability to work safely.
- For evaluations when there are concerns that psychological, behavioral, and substance abuse conditions may be adversely affecting an employees ability to work safely.

Identify:

- To the Occupational Health staff or TVA medical examiner, any situations where employees may be at risk for exposure or have been exposed to hazardous materials or physical agents.
- Employees who require mandated medical surveillance.

Assure that medical monitoring evaluations are consistent with exposure data.

Provide:

- Supporting medical information to TVA medical providers for medical condition which may exist.
- TVA medical providers job relevant information as appropriate to include (Position Description, physical requirements, history of events, etc.).

Respond - promptly to requests for information and/or supporting tests.

Health Services

- Establishes standards, requirements, and procedures for occupational medical and related health evaluations provided by TVA.
- Develops and maintains standards for TVA medical examinations and publishes them in the TVA Medical Examiner's Guide.
- Provides for information systems that contain necessary medical administrative data to support the operating business units.
- Maintains a system of records for health results and information obtained from required exams and assessments.
- Assists TVA business units to ensure employees may safely perform job duties.

Non-nuclear Fitness for Duty and Employee Assistance Program

- Coordinates requests for psychology and medical services.
 - Develops processes and procedures for alcohol and drug testing.
 - Coordinates alcohol and drug testing with external vendors.
 - Coordinates requests for Employee Assistance Program services as related to fitness for duty.
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RESOURCES

- Health Services - 423-751-8344
- Human Resource Representatives
- EAP services of Horizon Health - 1-888-482-2733
- On-site health station or medical facility
- Contracted Medical Providers
- Corporate Nuclear Security

This practice is based on various Board actions; the Occupational Safety and Health Act of 1970; Executive Order 12196, Occupational Safety and Health Programs for Federal Employees; TVA CODE, General Releases, Section VIII Health Services; and TVA Medical Examiner's Guide.

HEALTH AND SAFETY PRACTICE 1

Occupational Health

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